VŠTE.
Vysoká škola technická
a ekonomická v Prešove

Regulation No. **29/2026**	**Internal Regulation of the Institute of Technology and Business in Prešov**

Directive VŠTE No. 29/2026 on Equal Treatment and Protection against Discrimination (originally Measure of the Chair of the Board of Trustees No. 03/2021)

VŠTE.
Vysoká škola technická
a ekonomická v Prešove

Valid from:	29 October 2026	**Effective from:**	29 October 2026	**Effective until:**	indefinite
Approved by			Board of Trustees of VŠTE in Prešov on 29 October 2026		
			doc. Ing. Jakub Horák, MBA, PhD., Chair of the Board of Trustees		
Prepared by (submitted by)			Rector of VŠTE in Prešov (proposal under Section 31(2) of Act No. 300/2025 Coll.)		
			doc. ThDr. PaedDr. Marek Storoška, PhD., Rector		
Replaces document	Measure of the Chair of the Board of Trustees No. 03/2021 of 17 March 2021				
Number of pages	6		**Number of annexes**	0	

VŠTE.
Vysoká škola technická
a ekonomická v Prešove

Directive VŠTE No. 29/2026 on Equal Treatment and Protection against Discrimination at the Institute of Technology and Business in Prešov (originally Measure of the Chair of the Board of Trustees No. 03/2021)

Institute of Technology and Business in Prešov

2026

Article 1 Introductory Provisions

1. Directive VŠTE No. 29/2026 on Equal Treatment and Protection against Discrimination at the Institute of Technology and Business in Prešov (hereinafter the "Directive"), which replaces Measure of the Chair of the Board of Trustees No. 03/2021, is issued pursuant to Section 26(4) and Section 31(1)(o) of Act No. 300/2025 Coll. on Higher Education and on Amendments to Certain Acts (Higher Education Act) (hereinafter the "Act") in accordance with the Statute of the Institute of Technology and Business in Prešov (Štatút Vysokej školy technickej a ekonomickej v Prešove) and follows on from Section 11 of the Act (academic freedoms and academic rights) and Section 67(2) of the Act (equal treatment in the admission procedure and in studies).

2. The Directive is issued in accordance with Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation, Directive 2014/54/EU of the European Parliament and of the Council of 16 April 2014 on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers, and Act No. 365/2004 Coll. on Equal Treatment in Certain Areas and on Protection against Discrimination and on Amendments to Certain Acts (Anti-Discrimination Act), as amended (hereinafter also the "Anti-Discrimination Act"), Act No. 311/2001 Coll. the Labour Code, as amended (hereinafter the "Labour Code"), which governs the employment relationships of the employees of a private higher education institution pursuant to Section 49(1) of the Act, and Act No. 54/2019 Coll. on the Protection of Whistleblowers Reporting Anti-Social Activity and on Amendments to Certain Acts, as amended.

3. The Directive regulates the procedure for applying the principle of equal treatment and gender equality and for protection against discrimination in the conditions of the Institute of Technology and Business in Prešov (hereinafter "VŠTE in Prešov") as an employer, an educational institution and a legal person.

Article 2 Basic Terms

1. Discrimination means direct discrimination, indirect discrimination, harassment, sexual harassment and victimisation; discrimination also includes an instruction to discriminate and incitement to discriminate.

2. Direct discrimination is an act or omission whereby a person is treated less favourably than another person is, has been or could be treated in a comparable situation.

3. Indirect discrimination is an apparently neutral regulation, decision, instruction or practice which disadvantages or could disadvantage a person in comparison with another person; it is not indirect discrimination if such a regulation, decision, instruction or practice is objectively justified by the pursuit of a legitimate interest and is appropriate and necessary for the achievement of such an interest.

4. Harassment is conduct which results or may result in the creation of an intimidating, hostile, humiliating, degrading, demeaning, dishonouring or offensive environment and the intent or effect of which is or may be an interference with freedom or human dignity.

5. Sexual harassment is verbal, non-verbal or physical conduct of a sexual nature, the intent or effect of which is or may be a violation of a person's dignity and which creates an intimidating, humiliating, dishonouring, hostile or offensive environment.

6. An instruction to discriminate is conduct consisting in the abuse of a person's subordination for the purpose of discriminating against a third person.

7. Incitement to discriminate is persuading, encouraging or inciting a person to discriminate against a third person.

8. Victimisation is an act or omission which is unfavourable to the person concerned and which is directly related

- a) to the seeking of legal protection against discrimination in one's own name or on behalf of another person, or
- b) to the giving of witness testimony or an explanation, or is related to other participation of that person in proceedings in matters relating to a breach of the principle of equal treatment,
- c) to a complaint alleging a breach of the principle of equal treatment.

9. Discrimination on grounds of

- a) sex also includes discrimination on grounds of pregnancy or maternity, as well as discrimination on grounds of sexual or gender identification,
- b) racial origin, national or ethnic origin also includes discrimination on grounds of a relationship with a person of a particular racial, national or ethnic origin,
- c) religion or belief also includes discrimination on grounds of a relationship with a person of a particular religion or belief and also discrimination against a natural person without religion,
- d) disability also includes discrimination on grounds of a previous disability or discrimination against a person who, on the basis of external signs, could be presumed to be a person with a disability.

10. Permissible different treatment

- a) different treatment which is justified by the nature of the activities performed in employment or by the circumstances in which those activities are performed does not constitute discrimination if such a ground constitutes a genuine and determining occupational requirement, provided that the objective is legitimate and the requirement is proportionate.
- b) The Anti-Discrimination Act defines different treatment which is not discriminatory in Section 8.

VŠTE.
Vysoká škola technická
a ekonomická v Prešove

Article 3 Principles of Equal Treatment in General

1. Compliance with the principle of equal treatment consists in the prohibition of discrimination on grounds of sex, religion or belief, race, affiliation to a nationality or ethnic group, disability, age, sexual orientation, marital and family status, colour of skin, language, political or other opinion, national or social origin, property, descent or other status, or on grounds of reporting crime or other anti-social activity.

2. In complying with the principle of equal treatment, good morals must also be taken into account for the purpose of extending protection against discrimination.

3. Compliance with the principle of equal treatment also consists in the adoption of measures for protection against discrimination.

4. The scope of the principle of equal treatment of men and women cannot be limited only to the prohibition of discrimination on the ground that a person is of the male or female sex. In view of its purpose and the nature of the rights it is intended to protect, this principle also applies to discrimination on grounds of a person's change of sex.

Article 4 Principles of Equal Treatment in Employment and Similar Relationships

1. In accordance with the principle of equal treatment in employment relationships, similar legal relationships and legal relationships related thereto, discrimination against persons on the grounds set out in Article 3 of this Measure is prohibited.

2. The principle of equal treatment applies only in conjunction with the rights of persons laid down by special acts, in particular in the areas of access to employment, occupation, other gainful activity or function (hereinafter "employment"), including recruitment requirements and the conditions and manner of selection for employment, the performance of employment and working conditions in employment, including remuneration, promotion in employment and dismissal, access to vocational training, further vocational training and participation in active labour market programmes, including access to counselling for the choice and change of employment (hereinafter "vocational training"), or membership and activity in an organisation of employees, an organisation of employers and in organisations associating persons of certain professions, including the provision of the benefits which those organisations provide to their members.

3. As an employer, VŠTE in Prešov is obliged to treat its employees in employment relationships in accordance with the principle of equal treatment laid down for the area of employment relationships by the Anti-Discrimination Act and the Labour Code; the principle of equal treatment also applies in selection procedures for filling the academic positions of university teachers pursuant to Section 52 of the Act and the Principles of Selection Procedure of VŠTE in Prešov.

4. In employment relationships and similar legal relationships, VŠTE in Prešov applies the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for equal work or work of equal value.

VŠTE.
Vysoká škola technická
a ekonomická v Prešove

Article 5 Principles of Equal Treatment in Social Security, Health Care, the Provision of Goods and Services and in Education

1. In accordance with the principle of equal treatment, discrimination against persons on the grounds set out in Article 3(1) of this Measure is prohibited in social security, health care, the provision of goods and services and in education.

2. As an educational institution, VŠTE in Prešov is obliged to guarantee equally to all applicants and students the rights laid down by the Act (in particular Section 67(2) and Section 91 of the Act) in accordance with the principle of equal treatment in education. Discrimination on grounds of sex, religion or belief, race, affiliation to a nationality or ethnic group, disability, age, sexual orientation, marital and family status, colour of skin, language, political or other opinion, national or social origin, property, descent or other status, or on grounds of reporting crime or other anti-social activity, is prohibited.

3. The exercise of the rights and obligations arising from the Act must be in accordance with good morals. No one may abuse these rights and obligations to the detriment of another applicant or student. An applicant or student may not, in connection with the exercise of his or her rights, be persecuted or otherwise penalised for filing a motion to initiate criminal proceedings against another applicant, student, teacher, researcher or other employee of the higher education institution.

4. VŠTE in Prešov provides students and applicants with special needs with reasonable adjustments and support services pursuant to Section 119 of the Act and Directive of VŠTE No. 19/2026 on Support for Students with Special Needs (Smernica VŠTE č. 19/2026 o podpore študentov so špecifickými potrebami) and takes into account the special position of pregnant students and students who permanently care for a child pursuant to Section 118 of the Act; the provision of these adjustments and support does not constitute a breach of the principle of equal treatment.

Article 6 Preventive Measures and Measures upon a Complaint

1. VŠTE in Prešov takes the necessary measures to ensure the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on grounds of sex.

2. In prevention, VŠTE in Prešov may cooperate with institutions entrusted at national level with the defence of human rights or the protection of the rights of individuals.

3. VŠTE in Prešov shall ensure the provision of independent assistance to victims of discrimination in lodging complaints concerning discrimination, including within the counselling services pursuant to Section 120 of the Act.

4. A job applicant or an employee has the right to lodge a complaint with VŠTE in Prešov in connection with a breach of the principle of equal treatment under Article 4 of this Measure. As an employer, VŠTE in Prešov is obliged to respond to the employee's complaint without undue delay, to take remedial action, to refrain from such conduct and to eliminate its consequences.

5. An applicant for study or a student has the right to lodge a complaint with VŠTE in Prešov in connection with a breach of the principle of equal treatment under Article 5 of this Measure. As an educational institution, VŠTE in Prešov is obliged to respond to the complaint of the applicant for study or the student

without undue delay, to take remedial action, to refrain from such conduct and to eliminate its consequences.

6. A third person has the right to lodge a complaint with VŠTE in Prešov in connection with a breach of the principle of equal treatment under Article 3 and Article 5(1) of this Measure. As a legal person, VŠTE in Prešov is obliged to respond to the complaint of the third person without undue delay, to take remedial action, to refrain from such conduct and to eliminate its consequences.

7. A complaint is lodged with the Rector's Office of VŠTE in Prešov (Masarykova 22, 080 01 Prešov; rektorat@vste.sk). A student may also lodge a complaint electronically through the academic information system AiS2 (hereinafter "AiS2") or from his or her e-mail address assigned by VŠTE in Prešov (Section 95(4) of the Act). Complaints are handled in accordance with Act No. 9/2010 Coll. on Complaints, as amended (Section 18(1)(g) of the Act); students' motions are at the same time examined within the internal quality assurance system of VŠTE in Prešov (Section 3(3)(g) of Act No. 269/2018 Coll., as amended).

8. A report which bears the features of a report of anti-social activity under Act No. 54/2019 Coll. is handled in accordance with the procedure under that Act and the internal regulation of VŠTE in Prešov on the internal system for examining reports, if issued; the whistleblower may not be penalised for the report (Article 2(8) of this Measure). The personal data of complainants and of the persons concerned are processed in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council (GDPR) and Act No. 18/2018 Coll. on Personal Data Protection, as amended, and are made available only to persons involved in handling the complaint.

Article 7 Legal Protection

1. Everyone has the right to equal treatment and protection against discrimination under the Anti-Discrimination Act and this Measure.

2. Everyone may seek the protection of his or her rights before a court if he or she considers that his or her rights, legally protected interests or freedoms are or have been affected by non-compliance with the principle of equal treatment. In particular, he or she may demand that the person who has failed to comply with the principle of equal treatment refrain from his or her conduct, where possible remedy the unlawful situation, or provide adequate satisfaction.

3. If adequate satisfaction would not be sufficient, in particular if non-compliance with the principle of equal treatment has considerably diminished the dignity, social esteem or social standing of the injured person, that person may also claim compensation for non-material damage in money.

4. The right to compensation for damage or the right to other compensation under special regulations is not affected by the above-mentioned Act.

5. Everyone has the right to the protection of his or her rights also out of court by means of mediation.

VŠTE.
Vysoká škola technická
a ekonomická v Prešove

Article 8 Related Regulations

1. Act No. 300/2025 Coll. on Higher Education and on Amendments to Certain Acts (Higher Education Act), in particular Section 11, Section 18(1)(g), Section 26(4), Section 31, Section 49, Section 52, Section 67(2), Section 91, Section 95, Section 118, Section 119 and Section 120.

2. Act No. 365/2004 Coll. (Anti-Discrimination Act), as amended; Act No. 311/2001 Coll. the Labour Code, as amended; Act No. 9/2010 Coll. on Complaints, as amended; Act No. 54/2019 Coll. on the Protection of Whistleblowers Reporting Anti-Social Activity, as amended; Regulation (EU) 2016/679 (GDPR) and Act No. 18/2018 Coll. on Personal Data Protection, as amended; Act No. 269/2018 Coll. on Quality Assurance in Higher Education, as amended (Section 3(3)(g)).

3. Internal regulations of VŠTE in Prešov: the Statute of VŠTE in Prešov; Directive No. 5/2025 Code of Ethics (Smernica č. 5/2025 Etický kódex); Directive of VŠTE No. 14/2026 Organisational Rules (Smernica VŠTE č. 14/2026 Organizačný poriadok); Directive of VŠTE No. 11/2026 on Human Resources Management and Personnel Work (Smernica VŠTE č. 11/2026 pre riadenie ľudských zdrojov a personálnu prácu); Directive of VŠTE No. 20/2026 Principles of Selection Procedure for Filling the Positions of University Teachers (Smernica VŠTE č. 20/2026 Zásady výberového konania na obsadzovanie pracovných miest vysokoškolských učiteľov); Directive of VŠTE No. 21/2026 Study Rules (Smernica VŠTE č. 21/2026 Študijný poriadok); Directive of VŠTE No. 16/2026 Disciplinary Rules (Smernica VŠTE č. 16/2026 Disciplinárny poriadok); Directive of VŠTE No. 18/2026 on the Admission Procedure (Smernica VŠTE č. 18/2026 o prijímacom konaní); Directive of VŠTE No. 19/2026 on Support for Students with Special Needs; Directive of VŠTE No. 10/2026 on the Involvement of Students in the Internal Quality System (Smernica VŠTE č. 10/2026 o zapojení študentov do VSK); the Work Rules of VŠTE in Prešov (pracovný poriadok).

Article 9 Repealing Provisions

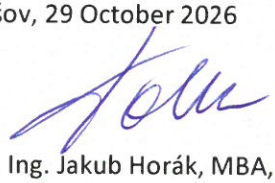
1. This version replaces the Measure of the Chair of the Board of Trustees No. 03/2021 on Equal Treatment and Protection against Discrimination at the University of International Business ISM Slovakia in Prešov of 17 March 2021.

Article 10 Final Provisions

1. The original wording (Measure of the Chair of the Board of Trustees No. 03/2021) was discussed at the meeting of the Board of Trustees of VŠMP ISM Slovakia in Prešov on 17 March 2021 and entered into force on 17 March 2021.

2. This version was approved and issued by the Board of Trustees of VŠTE in Prešov on the proposal of the Rector (Section 31(2)(g) of the Act) on 29 October 2026. Effective from 29 October 2026.

Prešov, 29 October 2026



doc. Ing. Jakub Horák, MBA, PhD.
Chair of the Board of Trustees of VŠTE in Prešov